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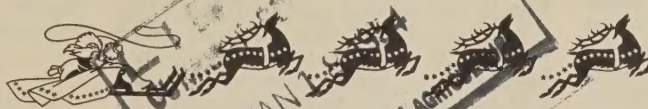
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OPEDA

(ORGANIZED IN 1929)

Organization of Professional Employees of the U. S. Department of Agriculture

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Holiday Greetings From Your President

Merry Christmas and a Happy New Year to each of you!

Your officers, council members and staff all join with me in these Season's Greetings. Since this is the time of the year when we refine our aspirations and look towards a new year with hope and interest, I would like to bring to your attention some things about which we have been thinking.

1954 is OPEDA's 25th Anniversary. Your Council has authorized that we take appropriate steps to celebrate. An Anniversary Committee is to propose plans to the new Council at its January meeting.

The founders of OPEDA were inspired by a sense of

devotion to the public service when they established this organization. Dr. Milton Eisenhower must have had this in mind when I talked with him recently. I told him about our plan to make 1954 a very special year for OPEDA and that we would like to have him, as one of the charter members, have a part in it. He assured me that he would, if time permitted, want to do this "for sentimental reasons." We hope that those things will be done that will be in keeping with the dignity of and will promote the high purposes of this organization.

(Continued on page 2)

Young Evaluates Current Programs and Problems



JOSEPH YOUNG

Many Government employees in the Washington area start their morning conversational warm-up with "I see Joe Young says——." Joseph Young needs no introduction to employees in and about Washington, but OPEDA members in far off places are reminded that he conducts a column devoted to the interests of Federal employees in the Washington Evening Star. He is a student of the problems of Federal employees and has been of great service to them by publicizing in his column all information affecting their welfare as gleaned by him from all agencies of the Government. For several years he has been taking time out periodically to attend OPEDA luncheons. We are grateful to him for speaking to us at our November luncheon on the current problems in the Federal Civil Service, as he sees them. Some highlights of his talk follow:

Aftermath of "a Change"

He reminded that the 10 months since the new Administration took of-

fice had been rough ones due to the reductions in force and other changes but said he was inclined to agree with Commissioner Lawton, of the U. S. Civil Service Commission, that "things were not so bad as they seemed and could have been much worse."

Mr. Young said businessmen who came into the new Administration had expected that incumbent employees would sabotage the program, that they were largely inefficient and couldn't find jobs in private industry. As a result injudicious statements had been made causing employee morale to fall very low. But he added that in talking with these men in all Departments he finds that most of them are now coming to the realization that most Federal employees are second to none in the country and doing fine jobs. He believes that these "officials realize that a lot of employees they inherited are very able and they don't want to lose them; they have retained many incumbents under Schedule C."

(Continued on page 2)

Scientific Manpower Situation Reviewed by Mayhew, NSF

For the role of the Scientific Manpower Program of the National Science Foundation in measuring the demand for scientific and technical personnel, maintaining a register of such personnel, and carrying out its scholarship program, Mr. Ray W. Mayhew of the Division of Scientific Personnel and Education, National

Science Foundation, was invited to speak at OPEDA's October luncheon. Mr. Mayhew is a graduate of the U. S. Naval Academy (1936), has a Master's degree in physics from Case Institute of Technology, and has spent most of his career in the scientific and research field in industry and the U. S. Navy. (Continued on page 3)

Why Not Now!

We are gratified with the way members are paying their dues. It saves OPEDA money in postage, printing, envelopes, and salary if everyone should pay their dues by or soon after January 1—as much as \$100, perhaps, judging by the number to whom additional reminders have been sent in past years. Hence, if you have not paid up, will you please do so?

GREETINGS—(From page 1)

We would like to have a complete roster of the OPEDA Charter Members. If you are one or can tell us who they are we would appreciate a word from you.

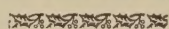
More Members Needed

Another matter is the number of members which we now have. When our Executive Officer represents us before committees of Congress the question is often raised, "How many members do you represent?" The answer to this question to some extent determines the attention given his testimony. He could say that he represents the welfare of 20,000 or more professional employees of the Department. He cannot count on such an answer. He has to say that he officially represents the 2,300 members of OPEDA. OPEDA has accomplished a great deal because of the confidence and respect enjoyed by our Executive Officers and their officials. But we could have a much greater influence if we had five or even ten thousand members.

I would like to see OPEDA's membership doubled in 1954—hence "ONE MORE IN 54!" The response has been good during the past few weeks. We have a good beginning! A large and active membership can be the means of providing a service much greater than proportionate to the increase in members.

Again, I want to express my concern for what we may do for the members who are in the field. We were all pleased to have 25 new members from the Eastern Laboratory. We hope that since they are all in the same Lab they will find it convenient and practical to consider and recommend action on matters as a group. Also, I believe group discussions and efforts can be helpful to each of us as individuals to live up to our Code of Ethics.

I appreciate the fine cooperation and backing which have been given me during the year by you as members and officials, and by our Executive Officer, Les Mahurin, and his staff, Mrs. Meyer and Miss Meehan. 1953 has, indeed, provided me a stimulating and satisfying experience.—C. O. Henderson.



YOUNG—(From page 1)

Tribute to Philip Young

We learned also that Mr. Joseph Young regards very highly Mr. Philip Young, Chairman of the U. S. Civil Service Commission, who he feels "believes sincerely in the merit system and resists all types of political pressures." He thought it would be "dreadful to contemplate what the situation would be if President Eisenhower did not believe in the merit system; that if he did not have such a strong person on the Commission the situation would degenerate to a low level. I am sure Commissioner Young would resign rather than throw a large number of jobs under the spoils system, but believe this will not be necessary as the

President himself is in favor of the merit system."

Pay Raises—Well, Maybe

Mr. Young said he believed Senator Carlson, of the Senate Committee, will introduce a pay raise bill in the next Congress and that he believes it now seems to have support. The House Committee has made a study of this. But it will depend on the Administration policies. If the national wage practice is such that industry is not agreeable to give raises to labor, it will not help the pay raises proposed for Federal employees; also, the Administration may wish to make more economies. However, as next year is an election year Mr. Young said he believed there will be favorable reaction to the proposed pay raise, adding that Federal employees control a large number of votes.

Retirement Policy

On the subject of retirement legislation, Mr. Young reminded us that the Kaplan Committee is still making a study and should make their recommendation to the Congress about the first of the year. He could not prophesy if it would be acted upon by this Congress and said that it would be most unusual to get pay raises and an improved retirement policy through in the same Congress.

We learned that most employee groups oppose the merging of the Civil Service with Social Security retirement plans, adding that this might tend to prolong debate and consideration of retirement legislation. His further thought on this was that as it is such a comprehensive subject he believes the Congress will not rush into hasty action on it.

Mr. Young said he believed that most of the views expressed so far by the Kaplan Committee were those of Mr. Kaplan, and that the Cabinet members have not yet made their decisions. He believes Mr. Kaplan is leaning toward a coordination between the Civil Service and Social Security; also maximum benefits to Federal employees in annuities and survivor benefits without increasing their contributions. He reiterated, however, that most employee groups are opposed to such a merger.

Professionals

Mr. Young informed us that on a recent trip to California he had visited several large industrial plants, one of which was Lockheed. He was much impressed by the fact that the pay scales for their engineers and others in the professional fields were much more liberal—and growing so all the time—than for Federal employees in those fields. He found also that in private industry the so-called "fringe benefits" were becoming more numerous, whereas in contrast they were being lessened in the Federal Government, remarking further that this was putting the Government "at a serious disadvantage" in this respect. He said he believed Congress should do something especially for professional people in the Government

service, taking a realistic viewpoint, and at the same time make the fringe benefits more attractive.

Leave

So far as the leave question is concerned, Mr. Young expressed the belief that there is no chance of ever returning to 26 days, but he believes this Congress will endeavor to make the use of leave more flexible and to try to remove the curb on accumulating it.

Whitten Amendment

He thinks it will either be revoked or modified because the Commission strongly favors such a course and such a move will receive Administration support.

Policy-Making Positions

Asked to comment on where the line should be drawn between professional and policy-making people, Mr. Young said, "There is no clear-cut line. Ordinarily I would say that Schedule C jobs are held by those who formulate policies—jobs in which those holding them are confidential advisers to top departmental officials. However, Commissioner Young feels that policy jobs of this type should be policy-making at the national level; in other words, for those having authority to formulate anything at the national level. It is very hard to draw the line. There is a great difference of opinion in the Civil Service Commission itself. Mr. Moore thinks a large number of them should be placed in schedule C, although he favors the merit system. There is no single set of standards. Someone has suggested that all Schedule C jobs be new ones, with no question of replacing employees; in this way at least the Administration could have its own people.

In answer to an inquiry as to what Mr. Young believed would be the status of indefinites, he said, "That is difficult to answer. The Commission indicates that they will do something for them, but just what I do not know. Possibly some compromise might be worked out whereby indefinites might get a reverse type of status. The Commission feels that if you give status to these employees overnight it will undermine the status of all employees who are not veterans. It is very difficult to work out, but I do believe the Administration will do something to give further job protection to the indefinites."

Displaced Career People

Questions and answers with respect to employment of displaced career people were as follows:

Q. What is the status of displaced career people at the moment?

A. The Commission claims their plan to be a great success but I don't think so; I think it's a failure. They must be figuring that eventually these employees will die, or leave town, or get jobs outside the Government. Actually very few people have been placed and I do not believe it is working at all. It is almost a duplicate of the '47 program, which was a failure. Chairman Young thinks it's a great

(Continued on page 3)

YOUNG—(From page 2)

success; the entire Commission is not in agreement on this, but under the new setup the Chairman is all-powerful.

Q. What do you believe is the basis for the failure?

A. Because the Commission does not have authority.

Q. Do you have an analysis of individuals who have been misplaced?

A. No.

Q. Why do you think the Commission does not have the authority?

A. They can fire but they can't make them replace careerists.

Q. Do you think agencies have not cooperated?

A. Yes.

One member said that one reason for this failure was due to the Commission's practice of certifying for appointment persons by their title alone instead of giving a full description of their qualifications, experience, etc., and that when the agencies have returned these certifications without making appointments they have been accused of being uncooperative. Here someone added that it was his belief that when the Commission sends qualified persons they get 100% cooperation.

MAYHEW—(From page 1)

Purpose of NSF

Preparatory to discussing the Scientific Manpower Program of the National Science Foundation, Mr. Mayhew outlined briefly the history and purpose of the Foundation. A principal force was the experience of scientists in World War II concerned with wartime technological development, who believed that after the War the Federal Government should undertake active support of efforts to push ahead the frontiers of scientific knowledge, to promote the welfare of the nation in peacetime, as well as to develop new defense measures for national security.

A large portion of the NSF organization consists of two research grants divisions, in physical and in biological sciences, engaged in encouragement and support of basic scientific research. Another major section of the Foundation is the Division of Scientific Personnel and Education, concerned with the resources of the nation in the area of scientific and technical personnel, and with measures to increase the numbers and competence of independent research workers and teachers.

Scientific manpower is a strategic resource: This is a reason why fellowships and scholarships, and the maintenance of a clearinghouse of information on scientific and technical personnel (including a register), are included in the responsibilities assigned to the Foundation by the Act of Congress. But scientific manpower differs from other strategic materials, such as manganese, rubber, and petroleum. In this country, at least, the Federal

Government cannot buy or dictate creation of a stockpile of trained personnel, and the extreme variation in ability and training (especially in creativeness) among individuals makes a mere counting of heads of very limited meaning.

Evaluated Scientific Manpower

To deal with scientific manpower, a first requirement is the gathering of information on the numbers and capabilities of scientifically and technically trained personnel. Others are concerned with this matter. In the Federal Government, the Census Bureau collects information for the population as a whole; the Bureau of Labor Statistics collects and analyzes statistics for labor as a group; for scientific and technical manpower as a sub-group, the National Science Foundation seeks to obtain and make available more detailed, critically evaluated information. The Foundation is able to bring to bear, in examining this information, the resources of the scientific community in the difficult process of evaluating, in manpower terms, the varying creativeness of research scientists.

At about the time the Foundation was established, the National Scientific Register was created in the Office of Education. By the end of 1952, this activity had collected 150,000 questionnaires from the nation, and this stock of information is now held by the Foundation. In determining how best to discharge its responsibility for a clearinghouse of information on scientific and technical personnel, including maintenance of a register, the Foundation consulted with many informed and interested leaders in Government and the scientific community. It was decided to establish the new National Register of Scientific and Technical Personnel on a decentralized basis, working through scientific and technical societies. The Foundation obtains from any and all sources information and collected data concerning the supply and utilization of scientific personnel. The clearinghouse function, then, is performed by assembling and digesting this gathered information and making it available in the best possible form to all those interested. It was necessary to make several other major policy decisions, such as

that the Register does not carry on an employment function, although individual societies may do so independently; the cutoff point for inclusion of individuals is established at approximately the bachelor's degree level plus four years of experience; registration of individuals is done only through major scientific or professional societies, with the Foundation's staff performing principally a coordination function; for emergency purposes, a duplicate of register information is to be maintained.

Information from individuals, collected by the societies through questionnaires, is being transferred to IBM cards by these societies. The societies are responsible for attempting, by all possible means, to inform and solicit information from non-members, for inclusion in the Register. Employees of the Federal Government who meet the Register qualifications will be included in the Register through the appropriate professional or scientific societies, and not through Government channels. The Register will be kept current by periodic supplemental questionnaires mailed by the societies to individuals. Additional steps will be taken to include the highest possible percentage of persons newly achieving professional status.

An important area in which there is need for research is that of how effectively to measure demand and need for scientific and technical personnel. Many of the statements being made today as to shortages are of very limited meaning because numbers used for measuring demand are erroneously conceived or mis-applied.

A principal and pressing purpose of the information gathered in the clearinghouse undertaking is as a component of a comprehensive study recently started by the National Science Foundation of the status of science in the nation, in Government, industry, and non-profit institutions alike. Preparation of this report will take about two years, approximately the time required to advance the Register to a full operational level.

Fellowships

The other major program in the Division of Scientific Personnel and Education is that responsible for granting of fellowships. Up to the present time a scholarship program has not been initiated. 624 fellowships were granted for the 1952-1953 academic year, including 55 postdoctoral, and 557 for the 1953-1954 academic year, including 42 postdoctoral. The fellowship program budget has been \$1,370,000 and \$1,866,000, in 1953 and 1954, respectively. Applications for fellowships are evaluated by panels under the direction of the National Research Council. Fellows are not restricted in their choice of institution at which to carry out their program of study.

A small but potentially important activity, Education in the Sciences, is concerned with the improvement of teaching of science, and with the identification and motivation of the youth of the nation who are potential scientists.

Is Your Mail Address Correct?

WE ARE doing our best to keep up with the change of addresses of our members during the reorganization. You can help by promptly informing us when any change in address occurs. *But please do not report change in the name of your agency unless such change is necessary to insure that your mail reaches you.* We can make corrections in the names of your agency here at the office.

Do You Know?

E. R. McINTYRE, Editor of USDA; ARTHUR B. THATCHER, Director of the Office of Plant and Operations; DR. NAHUM T. GIDDINGS, PISAE; HOWARD P. BARSS, ARS; CHAS. G. GAGE, CHARLOTTE TROLINGER, ALFRED CHRISTIE, and RAY WEAVER, all OPEDA members, have recently retired. Some of these have indicated that this necessitates dropping their membership in OPEDA and other good organizations in which they are interested. Well, maybe we will get those annuities boosted one of these days. In the meantime, will anyone make a motion that we send all retirees the OPEDA newsletter if they wish it?

H. DEAN COCHRAN, Chief of the W. O. Division of Personnel Management, Forest Service, has been transferred to Milwaukee to head up the North Central Region to succeed Jay Price, Regional Forester, who retires at the end of the year. Dean has been an active member of OPEDA for many years and for several years has been chairman of the committee designated to nominate officers and members of OPEDA's Executive Committee.

FEDERAL EMPLOYEES may not retain their jobs if they should refuse to testify before a congressional committee on the plea of self incrimination. Such action by an employee was added to the list of security grounds as a factor to be considered in dismissal of Federal employees by the President's Executive Order of October 13, amending Executive Order 10450 of April 27, 1953. Several congressmen have indicated they would introduce legislation for the same purpose in the coming session of Congress.

REPRESENTATIVE JOEL T. BROYHILL, who has been very active in behalf of Federal employees' interests, made a speech in October to separated career employees in which he stated that according to plans about 5,000 additional career employees would be dropped by next July; on a gradual basis, however, and that he had been assured by the President that those 5,000 discharged since last July 1, with civil service status, would be rehired within 90 days.

SUPERIOR ACCOMPLISHMENT AWARDS—worth \$70 to \$250 in annual salary increases—have been distributed during the past year to 2,346 U. S. employees.

TERMINAL LEAVE in the amount of \$8,600,000 was paid out by Federal agencies during the first seven months of this year to departing Federal employees in the Washington area alone, which contrasts with a figure of \$4,800,000 for the same period last year.

THE CIVIL SERVICE has issued a ruling designed to protect the jobs of Government employees, non-veterans as well as veterans, in agency reorganization programs, which is interpreted to mean that employees' job rights will be protected also in case

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The Legislative Situation

L. T. MAHURIN, Executive Officer

The coming session of Congress is apt to be an exceptionally busy one from the standpoint of considering employee legislation. Both Chairmen Carlson and Rees, of the House and Senate Committees on Postoffice and Civil Service, have publicized the specific subjects to receive their major attention. These include—

Pay raises
Retirement policies
Procedures in staffing and liquidating temporary agencies
Performance rating system
Annual and sick leave
Incentive systems
Appeals and grievance system
Supervisory selection and training programs
Layoff rules
Civilian type jobs held by military personnel
Wage boards
Promotion programs
Cost of living differentials and other benefits.

Pay Raises

Senator Carlson has indicated he will sponsor a pay raise bill when Congress resumes in January, probably a bi-partisan measure co-sponsored by Senator Johnson, the top minority member of the Senate Civil Service Committee. It is likely to depend on the cost of living; latest figures show nearly a 13 per cent increase since the last pay raise in October, 1951. Chairman Rees, of the House Civil Service Committee, is having a study of the Government salary scale made by his staff. Economy in Government may be a deciding factor. While Senator Carlson has shown that he intends to press for consideration of pay raises, at the same time in a recent speech he has implied that Congress will have to be convinced that personnel economies are assured before it approves such legislation. Ralph Stauber's salary charts which appear in this issue show particularly how salaries of the professional group of Federal employees have failed to keep pace with those of other employees as well as with the Consumers' Price Index. (Why not study these and tell some one about it who might help correct the situation? Ask for some extra copies of this Newsletter if you can use them.)

Retirement

In response to an invitation of the Kaplan Committee on Retirement Policy for Federal Employees, a memorandum was submitted to that committee on October 22 giving OPEDA's recommendations as to the over-all policies which it believes should govern future retirement legislation. The statement is outlined elsewhere in this issue.

In November the Washington press carried news items to the effect that the Kaplan Committee had submitted its proposed recommendations to the Congress to employee groups for com-

ment. However, a call to the Committee office revealed that such was not the case, but that an advisory group from another segment of the public had been asked for their views on the various retirement problems that had been discussed before the Committee. We were assured that OPEDA would have an opportunity to state its views on any Committee proposals that were requested of employee groups.

Federal-State Employees

There was, on September 14, also submitted to the Committee a special memorandum covering the retirement situation with respect to Federal-State cooperative employees. In addition, the Executive Officer appeared before the Kaplan Committee on October 1 and explained and discussed the subject with them in detail. As a result of this discussion, Mr. Kaplan stated that, because of the complexity of the questions raised by our proposals involving the shifting of employees between Federal and State rolls, and the legal status of such employees from the standpoint of being eligible for Federal retirement privileges, he would turn the proposals over to a subcommittee for more intensive study to determine whether the committee should report on it to Congress or recommend that the subject be given further consideration from an administrative standpoint. The latter would, of course, call for reconsideration by the Civil Service Commission.

In a recent check-up with the Committee it was learned that because of the very great effort being made to make a preliminary report by December 31 to the Congress on recommended retirement policies for Federal personnel, as promised, it did not seem likely that OPEDA's more specialized problem could be given thorough study until after the first of the year. It was understood, however, that our problem might be covered in a general way in the preliminary report. In the meantime, it is planned to call the general status of the proposed legislation to the attention of the House and Senate Civil Service Committees and sponsors of the various bills introduced.

Retired Employees

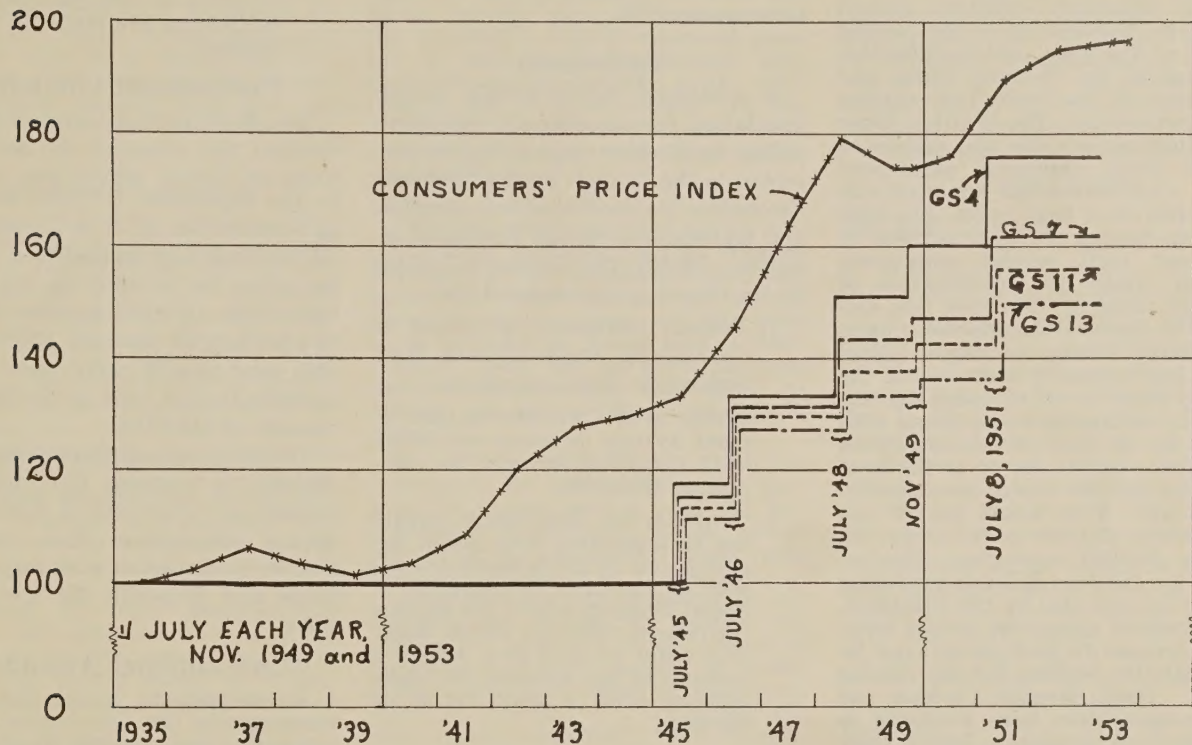
Representatives of employee groups in Washington may be expected to push vigorously for some of the many legislative proposals introduced in the first session of Congress. Present retirees will be interested to know that exemption of annuities from income tax, and continuing and expanding the application of the annuity increase

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Consumers' Price Index¹ and Federal Salaries for Representative Grades 1935-53

Percent

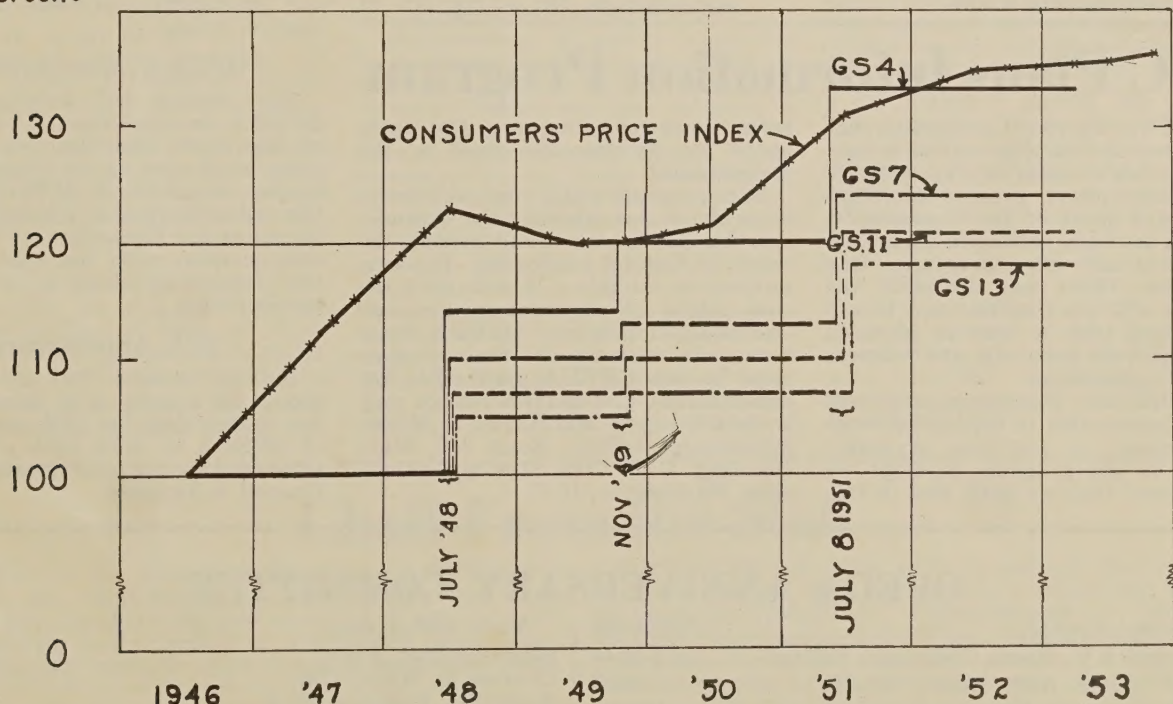
1935 = 100 Percent



Consumers' Price Index¹ and Federal Salaries for Representative Grades 1946-53

Percent

JULY 1946 = 100 Percent



The charts on this page compare the trend in salary levels for representative government salary grades with the Consumers' Price Index. The Consumers' Price Index, published by the Bureau of Labor Statistics, is a widely recognized measure of the average change in prices of all the important elements entering into the cost of living for urban wage-earner and clerical families. It is widely used in industry for the escalation of wages under industry-union contracts.

The chart shows clearly that whether the basis of comparison is July 1935—just after the recovery from the depths of the depression—or July 1946—about the end of World War II—wages of Federal workers have not kept pace with the rising prices of the things which enter into their cost of living.

¹ July each year, Nov. 1949 and 1953.

LEGISLATION—(From page 4)

which expires next June, are two of those proposals.

Indefinite Employees

Other legislative matters almost sure to be disposed of in the coming session of Congress are modification or repeal of the Whitten Rider and corrections in the leave law enacted at the last session. The Whitten Rider has curbed promotions and prevented workers from obtaining permanent status. One source has produced statistics that show that under this rider there has been a marked decrease of permanent civil service employees. However, under the modification of the rider voted by Congress last session, Civil Service Commission Chairman Philip Young, in recent statements, has indicated that even if the Whitten Rider is not repealed the Administration intends to go ahead with a program to give permanent status to indefinite employees up to the level permitted by the recent modification of the law. This would permit approximately 230,000 conversions out of about 800,000 indefinites. The repeal of the Whitten Rider is supported by the CSC and also by the President.

Government employees have a number of reasons to feel encouraged by the legislative outlook for the coming session. Both Senator Carlson and Congressman Rees have promised to push employee proposals before their committees; many members of both Houses are insistent on action; and a number of important proposals are evidently to receive the full backing of the Civil Service Commission and the President. In the last session about everyone said "Wait"—and that's about the way it was.

CSC Plans Information Program

The Civil Service Commission has authorized the development of a program to give Federal employees fuller information about present activities and future plans of the Commission. OPEDA has been invited to make suggestions to aid such a program. Our Executive Officer has discussed the program with the Commission. It was ascertained that it also is intended that employees generally are welcome to make suggestions.

A preliminary plan has been devised by the Commission to supply informational needs to employee organizations. As the program develops we are assured that we shall find in it a

better way of obtaining the facts about the policies and plans of the Commission.

This program could very well prove to be the means whereby the Commission can better serve and protect the needs of Federal employees. It seems anxious to do this. It will need the cooperation of employee groups and individual employees. OPEDA members may communicate their suggestions to the OPEDA staff office for consideration and endorsement or may write directly to Mr. Harold J. Miller, Information Officer, Room 329, Main Building, U. S. Civil Service Commission, Washington, D. C.

October Council Meeting

At the regular October meeting of the OPEDA Council the following actions were taken:

Retirement

A statement of OPEDA's recommendation for an over-all retirement policy for Federal employees was presented to the Council by the Economic Committee for consideration, adoption, and transmission to the Kaplan Committee. Briefly, the statement adopted by the Council recommended that:

1. Federal retirement annuities be maintained commensurate with reasonable living standards.
2. Integrity of Civil Service Retirement System be preserved, along with simplified formula for computing annuities.
3. Civil Service Retirement should not be integrated with Social Security, but OPEDA would not oppose an equitable coordination of Social Security with Civil Service retirement, whereby Social Security could be used as a base for computing the annuity for those retiring after a short period of service.
4. A trust fund is preferable to a "pay-as-you-go" system of financing Civil Service retirement.
5. Federal-State employees on bona fide cooperative agricultural programs should be equitably covered by the Civil Service retirement system for all periods of

service on such programs, provided commensurate salary deductions or contributions to the retirement are made by such employees.

Professional Committee

The Professional Committee recommended the adoption of the revised Code of Ethics which was published in the September OPEDA newsletter as revision No. 2. The Council adopted the Code and decided that it should hereafter be printed on the reverse side of the OPEDA membership card. It also decided that the 1954 membership card should carry some wording to indicate that 1954 is the 25th anniversary of OPEDA.

The Professional Committee was authorized to continue its study of the subject of reductions in force and to obtain information from the Civil Service Commission with respect to its plans and proposals for new regulations.

Constitutional Amendment

An amendment to the Constitution recommended by Dr. Porter's special committee was adopted which will result in officers (except the Executive Officer) and members of the Executive Committee being elected hereafter for a 2-year instead of a 1-year term. The action taken also provided that the election be made at the May meeting of the Council. Present officers are to continue in office until such election is held.

OPEDA Membership

The status of membership in OPEDA was discussed. It was decided that more opportunities should be given employees of the Department to become members of OPEDA and the Council authorized a message, over the names of the Councilors, to be sent to each member with the 1954 dues notice requesting them to solicit new memberships.

25th Anniversary

It was decided that a committee should be appointed to develop plans for recognizing the 25th anniversary of OPEDA in 1954, such plans to be presented to the next meeting of the Council in January.

OPEDA ANNIVERSARY COMMITTEE

Name and Agency	Telephone
Dr. Frederick V. Rand, Chairman, Retired	Lo 4-0246
Maurice Cooper, ARS (Adm. Office)	3985
Floyd M. Smith, ARS (Beltsville)	82-424
Clayton P. Harley, ARS (Beltsville)	85-220
Roland Rotty, FS	4540
T. Weed Harvey, Ext.	3005
R. Corbin Dorsey, CEA	3030
Roy Miller, Inf.	2058
U. S. Allison, SCS	2871

Name and Agency	Telephone
Gladys Baker, AMS	2244
Charles E. Wylie, CSS	2347
Russell C. Engberg, FCA	3523
Leonard N. Conyers, FCS	4129
Mrs. Louise Krueger, Sec.	3255
James E. Lee, FHA	4834
Dr. Kenneth A. Freeman, F. & D. Adm.	R-4040S
Robert D. Partridge, REA	5918
J. Dennett Guthrie, FAS	5670
Louise Bercaw, Lib.	3434

Career Employees Seek Protection

Some members have inquired what is being done to protect career employees from Veterans' Preference. In the minds of many career employees there are also other disturbing factors which affect job security—career versus policy making positions, and the displaced career-indefinite employee problem.

Veterans' Preference

Of course H.R. 6185, a bill modifying the Preference Act, was approved August 14, 1953, and became P.L. 271. While this law in the main only provides that veterans will be required to make passing grades before they are entered on eligible registers for appointment, that represents an important gain for the improvement of the career service. The results of past efforts do not seem to indicate an early solution of the veterans' preference problem in reduction-in-force situations. Veterans' organizations have not shown much inclination to approve a change. Employee organizations have many veterans as well as nonveterans in their memberships. They are not inclined to take a strong position on the subject. This leaves the question pretty much up to personnel officers and administrators or to a business supported organization like the National Civil Service League, which recently, in its civil service improvement program, asked the Congress and the Administration to modify veterans' preference "so that competent nonveterans can be retained by Federal agencies."

Policy-Making Positions

Chairman Young of the Civil Service Commission, in his November 19 speech in Boston, said that the Administration must control the policy-making jobs in Government in order to give effect to the will of the people. He asserted this could be done without injury to the career service which provides the continuity necessary for carrying on essential Government functions through changes in administration. The personnel policy of the Administration, he said, provides for proper recognition of both of these needs. Two short quotations from his speech seem particularly significant:

"Translated into action, the policy means that we are making a clear dis-

inction for the first time between the political appointment area and the career service area. We are providing an orderly, logical means of placing in policy-making positions persons who are sympathetic to the policies of the Administration. At the same time we are removing the career service as far as possible from political interference."

☆☆☆

"Federal employees who are in policy-making positions must be staunch advocates of the Administration's program, and those who are not in the policy-making category and who wish to be regarded as career men in Government must not let their personal politics interfere with their doing an efficient job for the Administration in power."

He said the Administration will not hesitate to act when it identifies persons in career service who are not dedicated to the spirit of the career service or whose removal would promote the efficiency of the service.

Since last April to December 11, the Commission, acting on agency requests for positions to be placed in Schedule C (policy-making or confidential positions) has placed 843 positions in Schedule C. Of these, 223 were in the competitive Civil Service, 428 were formerly in Schedule A, 8 in Schedule B (two categories also outside Civil Service), and 184 are new positions. During the same period the Commission has rejected 902 agency recommendations to place positions in Schedule C.

Displaced Career People

Displacement of career employees has also resulted from reductions in force and reorganization. The Civil Service Commission has adopted a plan which it is intended will take care of displaced career people. Commissioner Young, in his November 19 speech, stated that effective machinery has been established to relocate in continuing jobs career employees who are hit by reductions in force. This procedure, he added, both provides a reasonable degree of job security, necessary in a career system, and protects the Government's investment in the training and know-how of long-time career employees. The Commission also announced July 22 that it

had sent its first displacement orders to Federal agencies in the Washington area directing the discharge of indefinite employees to create vacancies for 160 career workers laid off through reductions in force. The orders were issued under the Commission's plan to increase reemployment opportunities for separated career employees.

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## DO YOU KNOW—(From page 4)

of transferring functions from one unit to another in the same agency.

A CONGRESSIONAL INVESTIGATION of Civil Service's practices by the Corbett-Hagen House Civil Service subcommittees has been under way in several large cities. Its purpose is to obtain the views of Federal employees, union leaders, personnel officials, and administrators, in order to improve employee working conditions and civil service practices.

SUPER-GRADE JOBS in Government paying from \$12,000 to \$14,800 a year are insufficient at the present, says the Civil Service Commission. There are now about 740 of these GS-16 to 18 jobs. It is reported that the Civil Service Commission will ask Congress for more and for a basic law to govern these jobs, instead of the various laws which now spell out these positions.

THE NATIONAL CIVIL SERVICE LEAGUE, through its executive director, James R. Watson, has urged the Administration to pattern its Federal reduction-in-force programs after the Canadian system, where merit and ability are the determining factors in the retention of employees.

CHAIRMAN REES, House Post Office and Civil Service Committee, has announced he will seek repeal of the Whitten rider which curbs permanent appointments and promotions in government. He disclosed that the number of permanent employees in government has dropped 44 per cent since the Whitten rider was enacted in September 1950. A survey of the 16 largest agencies and departments shows there are now 414,402 permanent classified employees in these agencies, compared to 681,625 in September 1950.

# Chaff From the Staff

ECONOMY is the watchword these days in the OPEDA staff office, too. Mrs. Meyer and Miss Meehan have ideas of saving considerable work and money next year by sending out ballots, dues notices, and membership cards in one swoop. Sounds restful! And it would save over \$100, too!

REORGANIZATION has also hit OPEDA. It seems that reorganization of the Department may materially affect unit set-up and records. The Executive Committee started action December 1 to study the situation. When determinations have been made, then we will change the records accordingly. That's why we need to save that \$100 in the preceding paragraph. Or somebody just step out and get 50 new members!

RETIREES sometimes write in and say they are dropping out because they have retired; others say they are no longer in Agriculture. These changes are not bars to continued membership in OPEDA. Once a member, always a member, if you desire it. Well, almost. Of course there is a little matter of \$2, and we hope you stay with us.

WILLIAM RIDGELY CHAPLINE, retiree of the Forest Service and now with the FAO of the United Nations in Rome, sends in his 1953 and 1954 dues and writes, "I retired in Oct. '52 and thought, having left the Department of Agriculture, I should retire from OPEDA, but with other retirees busy in the organization these dues should be at least a help on my part." And right you are, Ridge, and very glad to hear from you.



## Members of the Council for 1954

*Agric. Economics*  
Charles E. Burkhead<sup>1</sup>  
Jack A. Hamblin<sup>1</sup>  
Gladys Baker<sup>2</sup>

*Agric. & Ind. Chem.*  
John R. Matchett<sup>1</sup>  
Walter M. Scott<sup>1</sup>  
Joseph R. Spies<sup>2</sup>

*Agric. Res. Admin.*  
Neil W. Johnson<sup>1</sup>  
Roy C. Dawson<sup>2</sup>

*Animal Industry*  
Louis C. Heemstra<sup>1</sup>  
Mary J. Hayden<sup>1</sup>  
W. L. Sulzbacher<sup>2</sup>

*Commodity Exch. Auth.*  
Daniel A. Currie<sup>1</sup>  
Dorothy Spracher<sup>2</sup>

*Dairy Industry*  
Paul D. Watson<sup>1</sup>  
Raymond W. Bell<sup>2</sup>  
*Ento. & Plant Quar.*  
Ralph W. Sherman<sup>1</sup>  
E. D. Burgess<sup>1</sup>  
Ruth L. Busbey<sup>1</sup>  
R. H. Nelson<sup>2</sup>

*Experiment Stations*  
David V. Lumsden<sup>1</sup>  
Charles G. Grey<sup>2</sup>

*Extension Service*  
T. Weed Harvey<sup>1</sup>  
Luke Schruben<sup>1</sup>  
Amy Cowing<sup>2</sup>

*Farm Credit Admin.*  
R. C. Engberg<sup>1</sup>  
Fulton Want<sup>2</sup>

*Farmers Home Admin.*  
James H. Wood<sup>1</sup>  
Melvin V. Cole<sup>1</sup>  
Frate Bull<sup>2</sup>

*Food & Drug*  
K. A. Freeman<sup>1</sup>  
S. C. Rowe<sup>2</sup>

*Foreign Agric. Service*  
Arthur G. Kevorkian<sup>1</sup>  
J. Dennett Guthrie<sup>2</sup>

*Forest Service*  
Frederick W. Grover<sup>1</sup>  
Roland Rotty<sup>1</sup>  
James G. Osborne<sup>1</sup>  
B. O. Hughes<sup>2</sup>

*Hu. Nutr. & Home Econ.*  
Frances Debnam<sup>1</sup>  
Thelma A. Dreis<sup>2</sup>

*Information*  
David Granahan<sup>1</sup>  
Mabel Hunt Doyle<sup>2</sup>

*Library*  
Sarah W. Parker<sup>1</sup>  
Hazel B. Mercier<sup>2</sup>

*Plant Industry*  
Wilbur T. Pentzer<sup>1</sup>  
W. W. Pate<sup>1</sup>  
Harry Garver<sup>1</sup>  
E. B. Lambert<sup>2</sup>

*Prod. & Mktg. Admin.*  
Lance G. Hooks<sup>1</sup>  
C. K. Morrison<sup>1</sup>  
C. B. Gilliland<sup>1</sup>  
C. B. Ingram<sup>2</sup>

*Rural Elec. Admin.*  
Ray W. Lynn<sup>1</sup>  
Oneta Liter<sup>1</sup>  
Charles E. Moore<sup>2</sup>

*Secretary's Office*  
Joseph P. Loftus<sup>1</sup>  
Emmett B. Collins<sup>2</sup>

*Soil Cons. Service*  
Ethan A. Norton<sup>1</sup>  
Jefferson C. Dykes<sup>1</sup>  
Wellington Brink<sup>1</sup>  
Alfred M. Hedge<sup>2</sup>

<sup>1</sup> Voting Member  
<sup>2</sup> Alternate

## MEMBERSHIP NOTES

THE BOX SCORE which has been published during the past year in the OPEDA Newsletter, showing new memberships, by units, must be postponed until the Executive Committee establishes new OPEDA units to conform to the reorganization of the Department. An over-all total of 95 new members have been obtained by individual members from October 1, 1953, to December 15, 1953, as compared with 27 for the same period last year.

EASTERN REGIONAL RESEARCH LABORATORY, AIC, in the person of Mr. E. Yanovsky, sent in 25 new members. Understand some group cooperative effort there is being considered, maybe a local OPEDA chapter as provided by Article X of the Constitution.

BETTER SERVICE to the membership, particularly in the Washington area, was initiated in November by keeping the OPEDA staff office open

five instead of three days a week, 9:30 to 3:30, to take care of balloting, payment of dues, etc. Alternating the work days of the staff permits this without any additional expense. Telephone: RE. 7-4142, Ext. 5591.

AN APPLICATION BLANK was sent each member with the dues notice for use in obtaining a new member, but if it became misplaced there is one below to get that "One More for '54!"

CUT ON THIS LINE AND MAIL

Organization of Professional Employees  
of the U. S. Department of Agriculture  
P. O. Box 381 — Washington 4, D. C.

Date \_\_\_\_\_, 195\_\_

Application hereby is made for membership in the Organization of Professional Employees of the United States Department of Agriculture, the annual dues of which are \$2.00 per year and for which there is no initiation or membership fee.

Name (First name in full: Mr., Mrs., Miss, Dr.) \_\_\_\_\_

Address \_\_\_\_\_

Bureau \_\_\_\_\_ Div. or Branch \_\_\_\_\_

Title \_\_\_\_\_ Classification: GS- \_\_\_\_\_

Enclosed is check ( ), currency ( ), money order ( ) for \$2.00 for 195\_\_ dues. (Checks or money orders may be made payable to Org. Prof. Employees USDA, or simply to O.P.E.D.A.)

\_\_\_\_\_  
(Signature of Applicant)

OPEDA  
P. O. Box 381  
Washington 4, D. C.  
Sec. 34.65(e), P.L.&R.

Mr. Edmund Stephens  
Plant Industry Sta.  
Beltsville, Md.